



# City of Gloucester

## City Council

CITY HALL • GLOUCESTER • MASSACHUSETTS • 01930  
Telephone 508-281-9722 Fax 508-281-8472

CITY COUNCIL STANDING COMMITTEE  
Ordinances & Administration  
Monday, February 22, 2010 – 6:00 PM  
Council Committee Room - First Floor  
City Hall, 9 Dale Avenue

### AGENDA

1. Unfinished Business:

- A) Appointment: Dean Murray, Open Space Committee, TTE 02/14/2013
- B) Order: CC2009-046 (Grow) Amend Sec. 17 of GCO re: Civil Service Ballot Measure & Procedure for Selection of Chief of Police (Cont'd from 2/8/10)
- C) Memo from Operations Manager-Public Properties re: Proposed changes to Beach and Stage Fort Park Regulations (Cont'd from 2/8/10)
- D) Memo from General Counsel: Amendment to GCO Sec. 2-577 (Cont'd from 2/8/10)
- E) CC2010-003 (Mulcahey) Amend GCO Sec. 22-269 "Stop Intersections: re: Flanagan Square
- F) CC2010-004 (Mulcahey) Amend GCO Sec. 22-270 "Parking Prohibited at all times" and Sec. 22-292 "Fire Lanes" re: Commercial Street
- G) CC2010-005 (McGeary) Amend GCO Sec. 22-287 re: one handicapped space in front of 12 Webster Street
- H) CC2010-008 (Mulcahey) Amend GCO Sec. 22-287 re: one handicapped space across from 11 School Street
- I) CC2010-007 (Tobey) Review of City Charter concerning proposed amendments or revisions

2. Memo from Mayor: Chief Financial Officer, Pay Grade

3. Memo from Mayor: City Auditor Pay Grade

4. Other Business

COMMITTEE  
Councilor Sefatia Theken, Chair  
Councilor Ann Mulcahey, Vice Chair  
Councilor Bruce Tobey

Committee members – Please bring relevant documentation

Back-up and Supporting Documentation all on file at the City Clerk's Office, City Hall

CC: Mayor, Jim Duggan  
Linda T. Lowe  
Suzanne Egan, Donna Compton  
Bob Ryan

CITY CLERK  
GLOUCESTER, MA  
10 FEB 18 AM 9:15

**CITY COUNCIL STANDING COMMITTEE  
ORDINANCES & ADMINISTRATION  
Wednesday, February 24, 2010**

**AGENDA PACKET NOTE:**

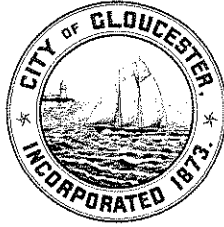
**ALL BACK-UP DOCUMENTATION FOR**

**1. Unfinished Business**

**is on file previously as indicated on the agenda in the City Clerk's Office  
or on line at the City's Website under Standing Committee Agenda Packets**

*original*

Public Works  
28 Poplar Street  
Gloucester, MA 01930



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CITY OF GLOUCESTER  
DEPARTMENT OF PUBLIC WORKS

MEMORANDUM

Date: 8 February 2010

To: Councilor Sefatia Theken, Chair  
Ordinances & Administration

Copy: CAO, James Duggan

From: Michael B. Hale, Director of Public Works

RE: CC2010-003 Amend GCO Sec. 22-269 "Stop Intersections" re: Flanagan Square

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In 2005, the Department of Public Works and Community Development Department forwarded the forth phase of improvements to the West End of Main Street. The improvements in the final phase included ADA compliant sidewalks, pedestrian access ramps, parking improvements, street lighting, plantings and new pavement. At that time, the layout of Flanagan Square was studied by professional traffic engineers to improve traffic flow, public safety and pedestrian access.

The plan presented by the traffic engineer was approved by DPW and Community Development. The proposed layout went through significant public process, including neighborhood meetings with residents and businesses in the area, as well as site visits with the same stakeholders to layout the proposed improvements. The input from the stakeholders was taken into consideration and plan revisions made to reflect the changes. The Gloucester City Council voted to approve the proposed changes to the layout of Main Street and Flanagan Square.

The improvements to Main Street and Flanagan Square were completed 2006. Understandably, motorists faced with changes in traffic patterns took a while to adjust. Based on motor vehicle accident reports from the Gloucester Police Department, very few accidents are attributed to the current configuration of Flanagan Square.

The Department of Public Works does not support the installation of a stop sign for traffic entering Flanagan Square from Rogers Street. If additional information is required, please contact my office.

City Hall  
Nine Dale Ave  
Gloucester, MA 01930



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CITY OF GLOUCESTER  
OFFICE OF THE MAYOR

## *Memorandum*

To: City Council President Hardy and Members of the Gloucester City Council

From: Carolyn A. Kirk, Mayor *C. Kirk*

Date: February 16, 2010

Re: City Auditor Pay Grade

CITY CLERK  
GLOUCESTER, MA  
10 FEB 16 PM 4:04

The recent vacancy of the City Auditor's position gives the city council an opportunity to examine the job description, including the level of compensation. The Administration feels it is important for the city to make a financial investment in the position so we may attract well qualified and experienced candidates.

Currently the Auditors position is a Grade M8, which translates into a salary range of \$63,798.84 to \$75,473.37. I would like to propose to the city council that the position be upgraded to an M10, which translates into a salary range of \$81,465.93 to \$96,374.25. An analysis from similarly sized communities in Massachusetts has determined that the average salary for a city auditor is \$84,208.

Please forward this request to the Ordinance & Administration and Budget & Finance sub-committees for their review and recommendations to the full city council.

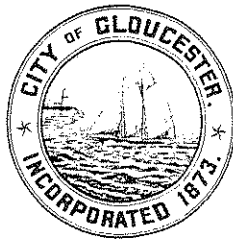
Thank you

**Communities Pay Scale for Auditor**

<b>Community</b>	<b>Population</b>	<b>Accountant</b>
Amherst	34,874	\$69,783
Andover	32,000	\$93,957
Chelmsford	33,858	\$89,463
Chelsea	35,080	\$68,290
Danvers	25,000	\$107,853
Dracut	28,414	\$72,460
Falmouth	31,199	\$83,865
Franklin	32,006	\$92,047
Lexington	30,355	\$78,103
Milford	28,000	\$68,839
Milton	26,000	\$92,816
Natick	32,190	\$92,552
Needham	30,457	\$80,782
North Andover	30,145	\$92,405
North Attleboro	27,966	\$74,000
Norwood	28,271	\$123,004
Randolph	32,500	\$70,861
Shrewsbury	33,000	\$80,367
Tewksbury	30,762	\$68,522
<b>Total</b>		<b>\$1,599,969</b>
<b># of Communities</b>		<b>19</b>
<b>Average</b>		<b>\$84,208</b>

**SOURCE: Massachusetts Municipal Personnel Association, Inc.  
Benchmark Titles Salary Survey, FY2008 Edition**

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CITY OF GLOUCESTER  
OFFICE OF THE MAYOR

## Memorandum

To: City Council President Hardy and Members of the Gloucester City Council

From: Carolyn A. Kirk, Mayor

Date: February 16, 2010

Re: Chief Financial Officer Pay Grade

10 FEB 16 PM 4: 04  
CITY CLERK  
GLOUCESTER, MA

With the support of the city council, sound investments have been made over the past two years in the Treasurers Department. I think we can all agree that we were fortunate that Jeff Towne found an interest in Gloucester when we were advertising for a new Chief Financial Officer (CFO).

Currently Mr. Towne's position is a Grade M9, which translates into a salary range of \$72,732.87 to \$86,051.70. I am proposing that the CFO position be upgraded to an M12, which translates into a salary range of \$98,329.14 to \$116,252.01. An analysis from similarly sized communities in Massachusetts has determined that the average salary for a CFO is \$102,987.

Please forward this request to the Ordinance & Administration and Budget & Finance sub-committees for their review and recommendations to the full city council.

Thank you

### Communities Pay Scale for CFO

Community	Population	Finance/Budget Director
Andover	32,000	\$104,294
Chelmsford	33,858	\$113,461
Falmouth	31,199	\$61,737
Lexington	30,355	\$101,094
Melrose	27,000	\$115,769
Natick	32,190	\$107,458
Needham	30,457	\$111,515
Tewksbury	30,762	\$99,817
Watertown	32,486	\$85,779
Wellesley	26,613	\$134,400
West Springfield	27,899	\$97,535
<b>Total</b>		<b>\$1,132,859</b>
<b># of Communities</b>		<b>11</b>
<b>Average</b>		<b>\$102,987</b>

**SOURCE: Massachusetts Municipal Personnel Association, Inc.  
Benchmark Titles Salary Survey, FY2008 Edition**